

concordia  
university

CENTRE FOR  
CONTINUING  
EDUCATION  
AND WOMEN'S  
STUDIES

# WOMEN AT WORK

A LOOK AT  
CANADIAN WOMEN'S  
PROGRESS IN THE  
LABOR FORCE



FRIDAY MARCH 12, 1976  
LOYOLA CAMPUS

This one-day seminar will take a close look at Canadian women at work. How do women perceive themselves on the job and how do their fellow workers view them? What are women's legal rights and what barriers, both self-imposed and environmental, stand in their way to advancement?

"Women at Work" is designed to provide a forum to examine and analyze contemporary issues affecting women in the Canadian labor market and to heighten the awareness of seminar participants about the attitudes and problems women are encountering in today's nine to five world. Participants will also have the opportunity to learn how some large Canadian institutions are implementing affirmative action programs which contribute to the more efficient use of their work force.

The seminar will be beneficial to working women and those about to join or return to the labor force. It should also appeal to people engaged in industrial relations, personnel, organization development, and communications, in addition to managers and supervisors in any field.

#### AGENDA

8:30 - 9:00 a.m.	Registration	VANIER LIBRARY
9:00 - 10:00 a.m.	<u>Keynote address:</u>	"Women in Business: a shocking waste of human resources." James E. Bennett, Principal, McKinsey & Company, International Management Consultants, Toronto Office. VANIER AUDITORIUM, VANIER LIBRARY.
10:00 - 10:15 a.m.	Coffee	
10:15 - 12:00 p.m.	<u>Panel Discussion:</u>	"The feminist movement and its influence on the working environment." VANIER AUDITORIUM
		Topics discussed by panelists will be covered in-depth in the afternoon workshops.
	<u>Panelists:</u>	
		. Les Bailey, Assistant Vice-President, Personnel, Bell Canada
		. James Bennett
		. Margaret Hamilton, Senior Manpower Planning Analyst, Air Canada

- Caroline Pestiaux, Associate Economist, C.D. Howe Research Institute; Member of Quebec Council on the Status of Women
- Jacqueline Schach, Management Science Analyst, Bell Canada
- Dawn Shannon, Contract Chairman, Toronto Base, Canadian Airline Flight Attendants' Association (CAFAA)

12:00 - 2:00 p.m. Cash Bar, Luncheon. Faculty Club. HINGSTON HALL

2:00 - 3:30 p.m. Workshops: Participants will divide into small groups for these separate sessions. Please indicate your workshop preference on the detachable form.

Topics and leaders:

- A. Work-related equal rights legislation in Canada and Quebec.  
Caroline Pestiaux
- B. Women and labor unions.  
Dawn Shannon
- C. Corporate affirmative action programs.  
Margaret Hamilton
- D. Advertisers' changing view of women.  
Jacquelyn Schach
- E. Breaking out of sex-stereotyped job ghettos.  
Les Bailey
- F. The psychology of success:  
Do women want the top jobs?  
Stephanie Dudek, Associate Professor of Psychology, University of Montreal.
- G. Sexual politics in the office.  
Louise Piché, Management Development and Training Assistant, Canadian National Railways.

3:30 - 4:00 p.m. Coffee

4:00 - 5:00 p.m. Workshop leaders report on sessions. VANIER AUDITORIUM

Registration will be limited to 80 participants. In order for Continuing Education and Women's Studies to make adequate arrangements for participants, please register by Monday, March 8. Cost for the day-long seminar, including lunch is \$85 for business people; \$25 for faculty and staff. Concordia students will be admitted free on a limited basis.

**REFUND POLICY:** Refunds will be made only to the date of the workshop. Requests must be presented to Continuing Education, either in person or in writing, accompanied by an official university receipt.

Receipts for income tax purposes will be issued automatically.

For further information please call Ms. D. Bates, Continuing Education: 482-0320 local 702.

Parking is not available on campus. Those travelling on public transportation take the Metro to Atwater, then bus 105 or 102 directly to the campus.



#### SEMINAR LEADER

JAMES E. BENNETT, a graduate of Harvard Law School, is a Principal in the Toronto office of McKinsey & Company, international management consultants. In 1974 he was a consultant to the CBC's Task Force on the Status of Women. Last summer he co-authored a series of articles on working women in Canada for the Financial Post which the paper recently published in book form entitled Women in Business; a shocking Waste of human resources.